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COMMISSION ON HEALTH AND SAFETY AND  
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Email: [CHSWC@dir.ca.gov](mailto:CHSWC@dir.ca.gov)Website: [www.dir.ca.gov/chswc](http://www.dir.ca.gov/chswc)**DATE:** February 18, 2026**TO:** CHSWC Commissioners

Nicholas Roxborough, Chair

Jen Hamelin

Shelley Kessler

Kristi Montoya

Chris Pedroza

Mitch Steiger

Meagan Subers

Sidharth Voorakkara

**FROM:** Melissa Flores, Executive Officer, CHSWC**SUBJECT:** Request for Approval of the 2025 WOSHTEP Advisory Board  
Annual Report

The purpose of this memo is to request your approval of the enclosed final 2025 WOSHTEP Advisory Board Annual Report.

Following the December 11, 2025 CHSWC public meeting, final year-end data was obtained and incorporated. The completed draft Report was posted for 30-day public comment period from January 14, 2026 through February 13, 2026. No comments were received. No other additions, deletions or changes have been made to the Report.

Upon your approval, staff will post the final report for public viewing on the website.

**Enclosure:**

2025 WOSHTEP Advisory Board Annual Report

# **The California Commission on Health and Safety and Workers' Compensation**



## **Worker Occupational Safety and Health Training and Education Program (WOSHTEP)**

### **2025 Advisory Board Annual Report**

#### **Commission Members**

**Evan Mitch Steiger, 2025 Chair**

**Jen Hamelin**

**Shelley Kessler**

**Kristi Montoya**

**Chris Pedroza**

**Nicholas Roxborough**

**Meagan Subers**

**Sidharth Voorakkara**

**State of California  
Department of Industrial Relations**

**December 2025**

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# **2025 ADVISORY BOARD ANNUAL REPORT**

## **Worker Occupational Safety and Health Training and Education Program (WOSHTEP)**

### **I. Executive Summary**

The WOSHTEP Advisory Board is submitting its sixteenth Annual Report in compliance with its mandate in Labor Code section 6354.7 to prepare an annual written report evaluating the use and impact of the programs developed for WOSHTEP.

Between its inception in 2003 and 2025, WOSHTEP has served more than 34,653 workers and over 4,029 small business employers, providing tens of thousands of hours of instruction. In addition, participants in WOSHTEP training sessions often provide training and resources to workers at their workplace, thereby significantly broadening the program's reach. To date, WOSHTEP has offered health and safety information and training to numerous industries, including janitorial services, construction, small manufacturers, corrections and rehabilitation, staffing agencies, food service or restaurants, health care, telecommunications, agriculture, transportation, cities, and schools.

WOSHTEP has developed partnerships with several unions, community-based organizations, business associations, and government agencies to reach worker leaders and employers throughout California.

WOSHTEP activities in 2025 are described in the following pages, including in the Appendix.

### **Overview of WOSHTEP Activities**

#### ***2025 Accomplishments***

In 2025, key accomplishments include:

- Conducting seven Worker Occupational Safety and Health (WOSH) Specialist training sessions in Northern, Central, and Southern California, reaching 140 worker leaders in diverse industries and occupations.
- Conducting three Training of Trainers (TOT) sessions in Northern and Southern California reaching 44 worker leaders in diverse industries and occupations.
- Conducting 24 Awareness Sessions to educate vulnerable working populations and community-based organizations about occupational safety and health. In 2025, 497 workers were reached through Awareness classes.

- Conducting five presentations and/or webinars.
- Continuing to develop the WOSHTEP statewide trainer network through partnerships, community events, and targeted outreach.
- Continuing to promote three Spanish-language heat illness prevention videos to educate farmworkers about their right to water, rest, and shade during outdoor work. The videos are available on the [CHSWC's WOSHTEP website](#) and the [WCAHS YouTube Channel](#). The videos have been viewed over 1,400 times.
- Continuing to advance the development of members of the Southern California Community Health Promotoras Committee for Workplace Safety and Health to serve as community educators and leaders who can effectively advocate for the prevention of injury and illness among Latino workers. Highlights include:
  - Participation in and development of awareness sessions, Training of Trainers (TOT) and Specialist courses, as well as one-on-one mentorship with workplace and community leaders.
  - Collaboration with Esperanza Community Housing Corporation and other community-based organizations to secure opportunities for community health promotores or promotoras to grow as community educators.
- Conducting a statewide Young Worker Leadership Academy in person on February 20-22, 2025. Eight academy teams conducted creative community projects, supported by additional funding from the Irvine Foundation.
- Conducting seven training sessions, to teach a total of 152 small business owners and managers how to write and implement an effective Injury and Illness Prevention Program (IIPP). This training has also been adapted for staffing agencies and provides information on the dual health and safety responsibilities of staffing agencies, and host employers to protect temporary employees.

As part of this training, conducted with Cal/OSHA Consultation Service consultants, the following materials were disseminated and continue to be updated:

- A guidebook and IIPP template as well as tools and factsheets to aid with implementation of the workplace's IIPP.
- A copy of the generic small business training resource packets developed for WOSHTEP. Copies of the training materials for the janitorial and the restaurant industries, also developed for WOSHTEP,

were made available at the IIPP trainings for owners and managers in these industries.

- Materials for a model IIPP Training Program for Agriculture were disseminated at the IIPP trainings for small agricultural business owners and managers to help them to effectively develop and implement their IIPPs. The interactive training program targets staff in the agricultural industry responsible for creating or implementing IIPPs and provides materials such as an IIPP guide and template, a resource list, and tools tailored for the agricultural industry.
- Using the Wildfire Factsheets developed to accompany outreach and education activities to protect workers from [hazardous air quality during wildfires](#) and to [protect workers engaged in debris cleanup operations](#), most recently used in the aftermath of the 2025 Palisades and Altadena wildfires in Los Angeles.
- Continued to offer webinars on emerging issues or updates, such as addressing [workplace violence](#) to prepare workers and employers for changes in the law.
- Conducted a [webinar](#) hosted by COEH with expert panelists for WOSH Specialists and others on “What Should Employers do to Protect their Workers in Emergencies?”. The webinar was conducted on August 6, 2025 in English.

The training activities and materials for the Small Business Injury and Illness Prevention Program project were developed in partnership with the California Department of Industrial Relations, Cal/OSHA Consultation, State Compensation Insurance Fund, Small Business California, California Small Business Association, and the California Department of Public Health’s Occupational Health Branch. In addition to English, materials have also been developed in Spanish, Chinese, and Vietnamese. All of the above [Small Business Injury and Illness Prevention Program](#) materials are available on the [Commission on Health and Safety and Workers' Compensation \(CHSWC\)](#) website.

### ***Past Accomplishments***

Accomplishments from 2003 to 2024 are described in the [WOSHTEP Annual Reports](#) for those years<sup>1</sup>.

[A summary of WOSHTEP publications](#) is available on the CHSWC website.

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<sup>1</sup> WOSHTEP Annual Reports prior to 2017 can be obtained by contacting CHSWC.

## **II. Background and Purpose of WOSHTEP**

### **Background**

California is a national leader in worker protection and injury and illness prevention through the implementation of Labor Code section 6354.7, which went into effect January 1, 2003. This provision includes the creation of a Workers' Occupational Safety and Health Education Fund (WOSHEF) administered by CHSWC.

Pursuant to Labor Code section 6354.7(a), insurance carriers that are authorized to write workers' compensation insurance in California are assessed \$100 or .0286 percent of paid workers' compensation indemnity amounts, whichever is greater, for claims reported for the previous calendar year to the Workers' Compensation Insurance Rating Bureau (WCIRB). This assessment is then deposited into the WOSHEF. CHSWC uses these funds each year to develop and implement WOSHTEP through interagency agreements with the Labor Occupational Health Program (LOHP) at the University of California, Berkeley (UC Berkeley), the Labor Occupational Safety and Health Program (LOSH) at the University of California, Los Angeles (UCLA), and the Western Center for Agricultural Health and Safety (WCAHS) at the University of California, Davis (UC Davis).

CHSWC administers interagency agreements with LOHP at UC Berkeley, LOSH at UCLA, and WCAHS at UC Davis to design and carry out needs assessments with key constituencies, develop curricula, conduct training, operate a resource library of health and safety resource materials, and build a statewide network of trainers.

### **Purpose and Objectives**

The purpose of WOSHTEP is to promote workplace health and safety programs. WOSHTEP focuses on developing injury and illness prevention skills among workers and their representatives, who can then take a leadership role in promoting workplace health and safety. This program is delivered through a statewide network of training providers.

CHSWC's mandate for WOSHTEP is to:

- Develop and provide a core curriculum addressing competencies for effective participation in workplace injury and illness prevention programs, and on joint labor-management health and safety committees.
- Develop and provide additional training for any or all of the following categories:
  - Industries on the high hazard list.
  - Hazards that result in significant worker injuries, illnesses, or workers' compensation costs.



- Industries or trades in which workers experience numerous or significant injuries or illnesses.
- Provide health and safety training to occupational groups with special needs, such as those who do not speak English as their first language, workers with limited literacy, young workers, and other traditionally underserved industries or worker groups.
- Give priority to training workers who can take a leadership role and are able to train other workers or who have significant health and safety responsibilities, such as those either serving on a health and safety committee or as designated safety representatives.
- Provide resources and materials that help small business owners and managers involve their employees in injury and illness prevention efforts.
- Operate one or more libraries and distribution systems of occupational health and safety training materials.
- Establish a labor-management Advisory Board to assist with developing the program and outreach to key constituencies.
- Prepare an Annual Report evaluating the use and impact of WOSHTEP.
- Establish and maintain WOSHTEP and an insurance loss control services coordinator to respond to employer inquiries and complaints:

The loss control services coordinator in CHSWC informs employers of the availability of loss control consultation services, responds to their questions, and investigates complaints about the services provided by their insurer. If an employer and an insurer are unable to agree on a response to a complaint, the loss control services coordinator will investigate and recommend action necessary to bring the loss control program into compliance. Ongoing outreach efforts are being made to reach California employers to let them know what services are available to them from their workers' compensation insurance carrier.

## **Project Team**

### **Commission on Health and Safety and Workers' Compensation (CHSWC)**

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**Resource Center**  
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Heather Riden  
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Teresa Andrews  
Education and Outreach Specialist

Claudia Escobar  
Outreach Coordinator

Elizabeth Georgian  
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Yurytzy Sanchez  
Education and Outreach Specialist

## **Labor-Management Advisory Board**

A labor-management Advisory Board for WOSHTEP has been established, as mandated by legislation. Its role is to:

- Guide the development of curricula, teaching methods, and specific course materials about occupational safety and health.
- Assist in providing links to the target audience.
- Broaden partnerships with worker-based organizations, labor studies programs, and others that can reach the target audiences.
- Prepare an Annual Report evaluating the use and impact of WOSHTEP.



### ***WOSHTEP Advisory Board Members***

Veronica Alvarado  
Warehouse Worker Resource Center

Sarah Bridges  
California Manufacturers &  
Technology Association

Sara Caughey  
Building Skills Partnership

Kimberly Clark  
California Farm Labor Contractor  
Association

Cindy Delgado  
Matiecris Management

Chris Greaney  
Heat and Frost Insulators and Allied  
Workers Local 16

Mike Hedges  
California Small Business  
Association

Lori Kammerer  
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Anne Katten  
California Rural Legal Assistance  
Foundation

Stephen Knight  
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Robert Moutrie  
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Marissa Nuncio  
Garment Workers Center

Tom Rankin  
President Retired California Labor  
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Mitch Steiger  
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Alice Berliner  
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Nick Gleiter  
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Regional Joint Board

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Baker & Welsh

### **III. WOSHTEP Components**

#### **WOSH Specialist Training Program**

The WOSH Specialist training curriculum is intended to build knowledge and skills in many areas of injury and illness prevention. In order to be recognized as WOSH Specialists and receive a certificate of completion, participants in the WOSH Specialist training are required to successfully complete the core curriculum, which consists of six modules, plus a minimum of three supplemental modules relevant to their workplace. Materials are printed in English, Spanish, and Chinese and are updated regularly.

The WOSH Specialist training sessions are offered statewide. These classes have been adapted for online delivery.

#### ***Core Curriculum***

The core curriculum addresses competencies for effective participation in workplace injury and illness prevention programs and on joint labor-management health and safety committees. The core curriculum consists of the following modules:

- Promoting Effective Safety Programs
- Identifying Hazards in the Workplace
- Controlling Hazards in the Workplace
- Health and Safety Rights and Responsibilities
- Workers' Compensation and Return-to-Work Programs
- Taking Action

#### ***Supplemental Modules***

Supplemental modules on the following topics have been developed to address the participants' needs:

- Bloodborne Pathogens
- Chemical Hazards and Hazard Communication
- Communicating Effectively about Workplace Health and Safety
- How Adults Learn Best: Sharing Health and Safety Information in the Workplace



- Preventing Musculoskeletal Disorders: Introduction to Ergonomics
- Sexual Harassment in the Workplace
- Wildfire Smoke exposure at the workplace
- Workplace Emergency Preparedness
- Workplace Health and Safety Committees
- Workplace Violence Prevention
- Workplace Stress

In addition to the supplemental modules noted above, the WOSHTEP centers (LOHP, LOSH and WCAHS) have also integrated information and learning activities on COVID-19 prevention and Cal/OSHA reporting requirements, Cal/OSHA indoor and outdoor heat standards, and the July 2024 Workplace Violence Prevention law into the WOSH Specialist curriculum.

### **WOSH Specialist Training**

Pilot training concluded in August 2004. During the remainder of 2004 and through 2025, 319 WOSH Specialist training courses (including the four pilot trainings) were conducted in Northern, Central, and Southern California, as described in the Advisory Board Annual Reports for 2004 through 2024 and in this report for 2025. To date, 6,102 WOSH Specialists have been trained in Northern, Central, and Southern California.

In 2025, seven WOSH Specialist courses were conducted. See the Appendix to this report for descriptions of the 2025 WOSH Specialist training sessions. These classes have undergone an extensive evaluation with guidance from an outside evaluation consultant.

### ***WOSH Specialist Refresher Training***

Refresher training sessions have been provided regularly since 2005 to WOSH Specialists who have attended a specialist course. Refreshers have been held in English and Spanish, with some sessions involving simultaneous interpretation in Spanish and Chinese. Refresher training is held in a variety of settings to assist WOSH Specialists in carrying out activities they pursue in their workplace after completing the WOSH Specialist training. In these training sessions, WOSH Specialists discuss successes and challenges they face in implementing injury and illness prevention practices learned during the WOSH Specialist course. Revised training materials and new health and safety resources are distributed, and updates such as changes in workers' compensation laws and the Cal/OSHA Heat Illness Prevention standard are discussed.

To date, refresher training sessions have been conducted for over 840 WOSH Specialists. Refresher trainings from 2005 to 2024 are described in the Annual Reports for those years. Refresher training sessions are offered on an as-needed basis.

### ***Statewide Network of WOSH Specialist Course Trainers***

To begin development of a statewide network of trainers in 2005, as mandated by the Labor Code, LOHP and LOSH developed a Training of Trainers (TOT) program and offered the first two WOSH Specialist TOT courses in April and July 2005. TOT courses from 2006 through 2024 are described in the Annual Reports for those years and in the Appendix of this year's annual report.

TOT courses are taught as needed. To date, 499 WOSH Specialists from Northern, Central, and Southern California have been trained to be trainers. These "network trainers" from Northern, Central, and Southern California have been delivering WOSH Specialist course modules in English and Spanish since 2006. Trainers within the California Prison Industry Authority were identified several years ago and were trained to conduct WOSH Specialist trainings for inmate workers. This training continued for years. Trainers for Contract Costa County continue to co-facilitate WOSH Specialist trainings for employees who are designated safety officers. Outreach to identify network trainers is ongoing. In 2025, TOT courses were facilitated with trainers at the West Oakland Job Resource Center, a workforce development organization, and with domestic worker leaders of Mujeres Unidas y Activas (MUA).

LOHP, WCAHS and LOSH have each developed a group email list for Northern, Central, and Southern California WOSH Specialists and trainers. Through periodic communication, WOSH Specialists and trainers are invited to meetings and events that will supplement their knowledge of workplace health and safety and injury and illness prevention practices. In addition, LOHP and LOSH publish and email newsletters in English and Spanish to update WOSH Specialists on workplace health and safety actions and on upcoming courses or skill-building conferences and workshops. Articles are written by program staff, WOSH Specialists, and trainers. Also, articles published monthly in WCAHS' bilingual *Proximamente* training newsletter are distributed to individuals who have previously attended a WOSHTEP-sponsored training. Article topics have included hazard assessment and control, underlying causes of workplace injuries, and COVID-19 best practices.

Safety messages are also shared on WCAHS' Facebook, Twitter and Instagram social media accounts. LOHP and LOSH have WOSH Specialist Facebook pages to encourage Specialists to stay in touch with one another and with WOSHTEP staff about health and safety issues that arise in their workplaces. Efforts are made to implement alternative ways to communicate with WOSH Specialists who do not have access to a computer and with those who do not speak English.

## ***WOSH Specialist Accomplishments***

WOSHTEP staff follow up with WOSH Specialists to learn about their accomplishments and challenges since completing the training. WOSH Specialists have reported a range of accomplishments since the program's inception. Key accomplishments are listed in the WOSHTEP Annual Reports for 2003 through 2024 and in this report.

### **Awareness Sessions and Presentations**

LOHP, LOSH, and WCAHS have also conducted shorter Awareness Sessions, drawing on the WOSH Specialist curriculum, to help promote awareness of workplace health and safety issues and interest in the WOSH Specialist course. In 2025, 24 awareness classes were held, attended by 497 participants. To date, 27,410 workers have been reached through Awareness Sessions.

In 2025, four presentations were given.

In 2010, LOSH developed an Awareness Module "Preventing Workplace Injuries and Illnesses" in [English](#) and [Spanish](#).

Awareness Sessions and Presentations in 2004-2024 are described in the Annual Reports for those years.

See the Appendix to this report for detailed descriptions of 2025 Awareness Sessions, Promotora Trainings, and Presentations.

### **State Building & Construction Trades Council of California, AFL-CIO (SBCTC)**

In 2009-2010, LOSH prepared a building trade needs assessment report and published a report of its findings titled "Opportunities to Integrate Worker Health and Safety Education into Building Trades Apprenticeship Programs". The report includes an overview with background information on the current conditions of worker health and safety in Apprenticeship and pre-apprenticeship programs and the construction industry. Assessment methods, findings, and recommendations are then detailed. The report concludes with the next steps, including plans for pilot testing and disseminating adapted WOSHTEP materials and suggestions for areas of future exploration.

In addition, LOHP developed a [factsheet](#) to address the hazards of applying spray polyurethane foam insulation, a common task aimed at increasing energy efficiency. The factsheet is for construction industry apprentices and contractors.

In 2019, in order to expand WOSHTEP's work with apprenticeship programs and to reach young and new workers, LOHP developed and conducted health and safety training in pre-apprenticeship programs for students learning about auto repair and the medical assistant profession. These training sessions were

conducted in partnership with SEIU in Sacramento and Oakland in August, and with Jewish Vocational Services in San Francisco in October. Eleven auto mechanic pre-apprentices and 17 medical assistant pre-apprentices attended the classes.

### **Small Business Health and Safety Resources for Training Employees**

In 2005, WOSHTEP launched an effort to develop industry-specific training guides for employers to use to teach their employees essential health and safety skills. These training guides were introduced in 2-hour training programs for owners and managers of small businesses in these industries during the first few years after WOSHTEP was established. A generic training guide for general industry was also developed. These guides are now distributed during the program's current activities focused on small businesses – WOSHTEP's IIPP training. See more details on the training programs and guides below.

#### ***Restaurant Supervisor Safety Training Program***

In partnership with the State Compensation Insurance Fund, Cal/OSHA Consultation, and the California Restaurant Association, LOHP and LOSH completed the first set of health and safety resources for owners and managers of small restaurants in June 2005. Materials for the Restaurant Supervisor Safety Training Program include a training guide for two short training sessions and tip sheets on the most common restaurant hazards, which managers can use to tailor training to the specific hazards in their own restaurant. This training also includes information regarding training and supervising young workers. The [materials](#) are available in English, Spanish, and Korean.

#### ***Protecting the Safety and Health of Restaurant Workers***

In partnership with the Koreatown Immigrant Worker Alliance (KIWA), LOSH developed materials for training restaurant workers in hazard identification and control and injury prevention. The materials, which include a workbook in [English](#), [Spanish](#), and [Korean](#), were based on a needs assessment conducted by KIWA with restaurant owners in Los Angeles.

Since November 2005, 27 workshops have been held, reaching over 293 owners or managers from over 183 restaurants or food-service programs. In addition, materials are being shared across the country. Oregon OSHA is posting restaurant tip sheets on its website. Materials developed for the restaurant industry are now being distributed to the employers from restaurants attending the Small Business IIPP training, described below.

#### ***Small Business Safety Training Program for General Industry***

In 2007, generic health and safety training materials were developed and pilot-tested for small businesses across many industries. These materials include training activities that owners and managers of small businesses can conduct with

their employees, as well as additional resources to help them. Since 2007, 20 general small business workshops on how to provide health and safety training for their employees have been held, reaching 423 owners or managers of over 240 small businesses. The general industry [training guide](#) is now distributed during the Small Business IIPP trainings, described below.

In 2008, federal OSHA also funded LOHP to develop a national version of the WOSHTEP general Small Business Resources training packet, which is posted online and distributed at training workshops with other state partners.

### ***Janitorial Industry Safety Training Program***

In 2008, LOHP developed a Small Business Safety Training Program for the janitorial industry. This project began with a needs assessment, which included interviews with seven janitorial employers about health and safety hazards and training needs. Employers identified English and Spanish as the primary languages spoken by janitors, as well as Chinese, Tagalog, and Arabic.

Training materials include activity sheets and discussion questions to spark conversation between management and employees. On the back of the activity sheet is a list of tips that both management and employees can use to improve health and safety at work. Since 2009, over 178 owners and managers in over 57 businesses have received this training in partnership with the Pacific Association of Building Service Contractors and the Independent Maintenance Contractors Association in both Northern and Southern California.

[Materials developed for the janitorial industry](#) are distributed to janitorial employers during the Small Business Injury and Illness Prevention Program training, described below.

### ***Injury and Illness Prevention Program for Small Businesses***

In 2012, CHSWC and LOHP designed materials and a training program for small business owners and managers in general industry throughout California to help them reduce work-related injuries and illnesses and comply with Cal/OSHA's IIPP standard.

This effort has been guided by an advisory committee that includes representatives from DIR, CHSWC, Cal/OSHA Consultation Services, the State Compensation Insurance Fund (State Fund), the California Department of Public Health's Occupational Health Branch, Small Business California, the California Small Business Association, and LOHP. In addition to providing input on developing the project, the partners are also assisting with setting up training and conducting outreach to their constituents.

The training sessions developed are conducted in partnership with consultants from Cal/OSHA Consultation Service and loss prevention specialists from State Fund. To prepare State Fund trainers to co-teach the class with LOHP and LOSH

trainers, LOHP and Cal/OSHA Consultation Service trainers conducted a TOT program in 2015 with the State Fund loss prevention specialists. Two TOT programs were held that year.

The Small Business IIPP training project includes:

- An interactive training program targeting owners and managers from small businesses to assist them in creating and implementing their IIPPs. In 2025, WOSHTEP's LOHP staff conducted five virtual IIPP training sessions in Northern California. Information and activities related to Cal/OSHA's COVID-19 prevention and Cal/OSHA reporting requirements, Cal/OSHA's indoor and outdoor heat standards and the July 2024 Workplace Violence Prevention law have been included in these trainings. WOSHTEP's LOSH staff conducted two virtual IIPP training sessions in Southern California.
- Training materials, including a generic model IIPP guide, template, and program tools, such as a factsheet on promoting employee involvement, a sample accident investigation form, and a hazard-identification checklist.
- All [small business IIPP materials](#) are available online.

Registration and evaluation forms are routinely collected from the participants in the IIPP Small Business training. In 2014, a post-training survey was conducted with 79 respondents, one to 18 months after the training was completed to assess the impact of the project. In their evaluation, most trainees reported that they gained some or a lot of knowledge from the training. Nearly half of the trainees reported that they remediated a hazard not addressed before the training. Over half developed or improved the IIPP after the training. Most responded that employee involvement in safety has improved since the training. One particular success highlighted in the evaluation of the training has been that the course is taught with a specialist from Cal/OSHA Consultation Services, who presents information and answers participants' questions. LOHP did a poster presentation at the American Public Health Association annual meeting in November 2014 on the evaluation results.

The small business IIPP training was updated and adapted to be conducted virtually during COVID-19 pandemic. LOHP and LOSH continue to offer a virtual version of this course. The course requires offline reading and homework assignments ahead of the 2.5-hour interactive class session when conducted remotely. The session also incorporates a module on the requirements for the [COVID-19 Prevention Plan \(CPP\) per the Cal/OSHA standard](#) that was in effect through February 2025. This training was updated in 2024 to include an overview and resources on the Workplace Violence Prevention law and the Cal/OSHA indoor heat illness prevention standard.

## ***Injury and Illness Prevention Program for Agriculture***

To better serve the needs and address the limited availability of staff working in agriculture, the Central Valley WOSHTEP Resource Center at UC Davis' Western Center for Agricultural Health and Safety adapted the standard IIPP presentation for agriculture and reduced the length of the class from 4-hours to 2-hours. During the training session, WCAHS trainers give an overview of the Cal/OSHA IIPP standard and discuss why it is important to conduct effective and timely investigations of occupational injuries and illnesses. An emphasis is given to new requirements and emerging issues. Trainees discuss challenges and potential solutions both for conducting hazard assessment and control as well as for using participatory methods to train workers and involve them in health and safety planning. Cal/OSHA consultants are also present to discuss any potential updates, go over the most common hazards and fines, provide practical solutions, and help answer questions.

In 2023, WOSHTEP's WCAHS staff conducted two IIPP trainings specifically for employers and farm labor contractors in the agricultural industry with a total of 55 participants. To date, 408 farm owners/managers, farm labor contractors, or employees (safety officers, HR, supervisors, etc.) who play a health and safety role in agricultural workplaces have attended an IIPP class on agriculture, conducted by WCAHS at UC Davis.

In addition, as part of the Small Business Program for agriculture, WCAHS staff attend the annual California Farm Labor Contractor (FLC) Association Ag Labor Forum where they host a table and provide information about employers' responsibilities, workplace safety, and WOSHTEP trainings. The 2024 event was held in San Luis Obispo and WCAHS had an information table at this forum.

## **Injury and Illness Prevention Programs for Large Employers in General Industry**

In 2012, CHSWC and LOHP also designed a model training program to assist larger businesses throughout California in developing and implementing their IIPPs. The design and materials for this program parallel those for the IIPP training program and materials for small businesses. Training materials, including a generic model IIPP guide, template, and program tools, such as factsheets, a sample accident investigation form, and a hazard-identification checklist were developed.

In 2014-2015, CHSWC and LOHP, together with key partners from Cal/OSHA, the State Compensation Insurance Fund, small business associations, and others, prioritized WOSHTEP's outreach and training efforts to target businesses with 250 or fewer employees and to provide only half-day training sessions. This decision was made partly because business owners and managers, even at large companies, found it hard to commit to a full day of training. Prior to the decision to

offer only the half-day class, 86 participants from 75 employers received the day-long training.

The [general industry IIPP materials](#) are also being used in training sessions conducted nationally and internationally by LOHP. In 2012, LOHP created a national version of the IIPP materials, which have been used around the country.

In October 2014, LOHP adapted its national general industry IIPP training program and taught portions of the class to garment industry union representatives and complaint handlers in Bangladesh. The materials were translated into Bengali for this purpose.

### **Young Worker Health and Safety Programs**

CHSWC believes strongly in the importance of educating young workers and keeping them safe as they enter the workforce. According to the National Institute for Occupational Safety and Health (NIOSH), in 2018, 360 workers under age 24 died from work-related injuries, including 22 workers under age 18. The occupational injury rate for young workers aged 15-19 treated in emergency rooms was 1.25 times the rate of workers aged 25 and over. A goal of the WOSHTEP Young Worker Health and Safety Program is to identify unique ways to effectively engage young workers as health and safety promoters at work, at school, and in their community.

#### ***Young Worker Leadership Academy***

In 2005, WOSHTEP funding helped support the first Young Worker Leadership Academy (YWLA), held in Anaheim, California. CHSWC co-sponsored this Academy with LOHP, LOSH, the California Center for Civic Participation, and the California Partnership for Young Worker Health and Safety. The goals of the YWLA are to teach youth about workplace health and safety and their rights on the job; help youth identify education, policy, and media strategies to prevent young people from getting hurt on the job; and provide a forum for these youth to plan specific actions in their own communities to promote young worker safety during Safe Jobs for Youth Month in California in May each year.

Following the 2005 Leadership Academy's success, WOSHTEP funding supported two YWLAs each year through 2010, one in Northern California and one in Southern California, held at UC Berkeley in January and at UCLA in February. (See the Annual Reports for 2006-2010 for details.) Starting in 2011, one statewide Academy has been held in Berkeley in February every year. From 2005 to 2024, 139 teams (a total of 554 youth) from communities throughout California participated in 25 Academies. Additionally, since 2006, 107 YWLA graduates have returned to serve as youth mentors, helping to lead Academy activities and planning and conducting their own outreach activities afterward.



Almost all the YWLA teams (132 teams) have successfully conducted creative activities to promote health and safety among young workers in their communities, usually during Safe Jobs for Youth Month in May. Activities have included:

- Holding workshops at schools and in the community on health and safety hazards.
- Developing new materials, such as wallet cards, buttons, posters, artwork and brochures for youth, and a training video for employers to use with young workers.
- Creating public awareness through school billboards and sponsoring a two-week-long school event with fun activities and young worker health and safety information.
- Media outreach, including being interviewed on a local Spanish-language radio station and developing and airing both radio and video public service announcements (PSAs).
- Policy development, including school board or school-level policies requiring that all youth seeking work permits be provided with information on young workers' rights and responsibilities in the workplace, as well as requiring youth in two districts to pass a short quiz.

YWLA teams have reached thousands of people, mainly youth, through these activities. They have also reached many low-wage, Spanish-speaking or immigrant families or community members with little awareness of U.S. workplace laws.

As a result of the 26 Academies held from 2005 to 2025, a network of youth who can help promote workplace health and safety in their communities has been developed.

A statewide Young Worker Leadership Academy (YWLA) was held in person on February 20-22, 2025. The Academy is a part of the CHSWC Worker Occupational Safety and Health Training and Education Program (WOSHTEP). The Leadership Academy was coordinated by LOHP and supported by the active participation of other partnership members, including UCLA-LOSH, Cal/OSHA, LiUNA, State Compensation Insurance Fund, and the Equal Employment Opportunity Commission (EEOC).

In 2025, with additional funding from the Irvine Foundation, YWLA partners were able to host eight YWLA teams instead of the usual six teams, along with seven YWLA alumni who served as youth mentors. The additional two teams were recruited from the Central Valley and the Inland Empire.

Each of the YWLA teams hosted a project in their home community. Several teams created an in-person event to share workplace safety information with audiences that ranged from their peers to a high school, teachers and parents.

- The North View High School team created a YWLA club about OSH and labor rights, a pamphlet about workers' rights and tabled at local events to share the information that they learned.
- The Franklin High School team hosted their high school TV broadcast to share information about labor rights.
- One YWLA participant from the Riverside Amnesty International said, "YWLA cemented the fight for working-class justice as a critical issue for me. The lessons I learned and people I met made one thing clear, social activism is a critical part of maturity." Young people from eight different organizations around the state attended, along with seven YWLA alumni who served as youth mentors. YWLA partners created a new session to teach participants about wage theft, integrated a session on the current child labor crisis and introduced AB 800, California's new legislation about high schoolers learning their labor rights.

### **Young Worker Leadership Academy Guide**

With additional funding from the California Wellness Foundation, LOSH and LOHP developed a 64-page guide, "[Teens Speak Out for Safety on the Job: Lessons Learned from the Young Worker Leadership Academy](#)," to share the YWLA model with organizations in California and nationwide. This guide describes the YWLA process and includes all the teacher instructions, handouts, and other materials needed to set up an Academy. This model has been shared with organizations and agencies around the country through the National Young Worker Safety Resource Center. The guide has been used by the Massachusetts Coalition for Occupational Safety and Health (MassCOSH) to conduct seven of its own Young Worker Leadership Academies since 2008, and by the New Zealand Young Workers Resource Centre.

### **Carve-Out Program**

#### ***Carve-Out Conference***

With the assistance of LOHP and LOSH WOSHTEP staff, CHSWC planned and conducted a statewide conference on workers' compensation carve-outs and the promotion of injury and illness prevention activities. The August 2007 conference, attended by approximately 200 people, included three workshops and a presentation on how employers and unions either currently participating in a carve-out or considering establishing a carve-out can build injury and illness prevention activities into their program. Prevention activities that were promoted included establishing health and safety committees and conducting health and safety

training and hazard investigations. Interest expressed in other roundtables and discussions with constituents since this conference indicates the need for another carve-out conference.

### **Wellness Roundtable and Booklet**

On July 16, 2008, CHSWC hosted a roundtable discussion called Workplace Wellness: How to Address Both Occupational and Lifestyle Issues on the Job. Seventeen people attended the program, including three national experts on the subject. A number of recommendations, described in the 2008 and 2009 WOSHTEP Annual Reports, were made at the meeting and guided the development of materials and training programs.

In 2010, a wellness booklet, "[The Whole Worker: Integrating Wellness & Occupational Health and Safety Programs](#)," was developed by LOHP. The objectives of this booklet are to:

- Develop a general understanding of what constitutes an integrated approach to health promotion and occupational health and safety programs.
- Explore barriers to integration of workplace health promotion and workplace health and safety programs.
- Identify strategies for overcoming challenges to integration of programs.
- Identify resources for promoting programs that address worker health in a holistic fashion.

The booklet provides examples of specific wellness/health promotion programs that integrate wellness and occupational health and safety as well as resources on both areas of improving health in the workplace.

### **WOSHTEP Resource Centers**

Resource Centers at LOHP, WCAHS, and LOSH continue to house and act as distribution systems of occupational safety and health training materials, including, but not limited to, all those developed by WOSHTEP. These centers provide information and technical assistance.

### ***Central Valley Resource Center Development***

In 2007, the University of California, Davis (UC Davis) Western Center on Agricultural Health and Safety (WCAHS) was identified as an appropriate partner for extending WOSHTEP to the Central Valley. WOSHTEP staff were hired in 2008 and mentored by LOHP. WOSHTEP's Central Valley Resource Center staff have recruited participants and conducted WOSH Specialist training every year as well as conducted activities to promote heat stress prevention and developed agriculture-related small business projects.

In 2008, the first agricultural industry to be selected for development of a targeted small business model was dairy. This selection was made at the suggestion of the WOSHTEP Advisory Board and with the support of a researcher at UC Davis who could help develop and promote small business health and safety resources for the dairy industry. A *fotonovela* with basic information on how to handle and move cattle, a particularly hazardous activity responsible for most injuries among dairy workers, was developed and is part of the educational packet.

[The Dairy Safety Training materials](#) were finalized in English and Spanish in 2010, and training programs were offered to dairy owners and managers beginning in 2011.

Technical assistance on agricultural safety and health is provided on an ongoing basis and as requested. In 2014, the Spanish version of the booklet was provided to the Environmental and Occupational Health program of the Migrant Clinician Network so that it could print 700 copies for use in conducting educational sessions.

### **Multilingual Health and Safety Resource Guide**

LOHP developed a Multilingual Health and Safety Resource Guide for CHSWC, and it is a free online resource for finding health and safety information in multiple languages. It consists of worker training materials, such as factsheets, checklists, and other resources that can be printed for distribution to employees participating in workplace IPPs.

The Multilingual Health and Safety Resource Guide covers a broad range of topics, including identifying and controlling hazards, legal rights and responsibilities, ergonomics, chemical hazards, and violence prevention. It also provides information on hazards in specific industries and occupations, including agriculture, construction, health care, and office work.

Resources in the Guide are available in over 23 languages, including Spanish, Chinese, Arabic, Croatian, Haitian Creole, Hmong, Japanese, Khmer/Cambodian, Korean, Polish, Portuguese, Russian, Serbian, Swahili, Tagalog, Thai, and Vietnamese. [The Multilingual Health and Safety Resource Guide](#) is updated regularly, most recently in November 2022.

### **Websites**

Information about WOSHTEP can be found in the [WOSHTEP section](#) of the Commission's website. The website promotes public access to and awareness of WOSHTEP and products developed for the program. These materials include a WOSHTEP brochure, materials developed for WOSHTEP trainings, and a multilingual health and safety resource guide. In addition, [Labor Occupational Health Program \(LOHP\)](#), [Western Center for Agricultural Health and Safety \(WCAHS\)](#), and [Labor Occupational Safety and Health \(LOSH\)](#) maintain linked websites with information on WOSHTEP and health and safety resources.

## **Database and Evaluation**

CHSWC, LOHP, LOSH and WCAHS track data from all trainings. The WOSHTEP staff track program participants and create reports that will facilitate evaluation of the program.

About five years after the inception of the program, an independent evaluation consultant designed and tested a comprehensive evaluation plan for two elements of WOSHTEP: the WOSH Specialist course and the Small Business Restaurant Supervisor Safety Training workshop. The evaluations are described in the 2008 and 2009 WOSHTEP Annual Reports. Evaluation results indicate that both programs have had a positive impact on workers and employers.

Since that time, the WOSHTEP team has been conducting course evaluations after each of the WOSH Specialist training sessions. The feedback from the course evaluations has been very positive. Staff also conduct follow-up surveys with Specialists once or twice a year to assess whether they have been able to take positive actions in their workplace. The WOSHTEP team collects anecdotal information through these surveys on steps taken to improve health and safety as well as challenges faced. These stories are often presented in Resource Center newsletters.

The WOSHTEP centers have again conducted a more formal evaluation of the WOSH Specialist classes, engaging the evaluation consultant who conducted the evaluation in 2008-2009. The evaluation covered classes taught in 2018-2022 and included a post-test/evaluation and a follow-up survey sent two months following the class. In addition, the centers conducted follow-up phone calls with participants to collect stories. These follow-up phone calls were not part of the formal evaluation.

Data collection for the most recent evaluation was concluded in April 2022. The consultant concluded her analysis and provided a final report.

## **Industries and Occupations Served by WOSHTEP to Date**

To date, WOSHTEP has provided health and safety information or training to numerous industries, including janitorial, construction, small manufacturers, corrections and rehabilitation, health care, telecommunications, food service or restaurants, laundry, agriculture, transportation, schools, refineries, warehousing, garment work, carwash, meat packing, retail including food, recycling, and state and local government.

## **National Outreach**

WOSHTEP has gained national recognition through CHSWC, LOHP, and LOSH presentations at national and state conferences, such as the International Association of Industrial Accident Boards and Commissions (IAIABC), the National Institute for Occupational Safety and Health (NIOSH), the National Institute of

Environmental Health Sciences (NIEHS), the American Society of Safety Professionals, the American Public Health Association, the National Council for Occupational Safety and Health, the Annual Conference of the California Community Health Workers Network, and the Labor Research Action Network, as well as through articles written for publications such as the *IAIABC Journal*, *Public Health Reports*, the Bureau of National Affairs SafetyNet monthly newsletter, *New Solutions: A Journal of Environmental and Occupational Health Policy*, and the quarterly magazine for Foodservice Consultants Society International (FCSI) and ongoing publication of industry-specific reports.

## **APPENDIX: 2025 WOSH Specialist Trainings, Training of Trainer Courses, Refresher Trainings, Injury and Illness Prevention Program Trainings, Awareness Sessions, Presentations, Promotores Trainings and Webinars**

### **WOSH Specialist Trainings**

- A WOSH Specialist course for an open enrollment audience was conducted virtually by LOHP trainers on March 4, 6, 11, 13 for 27 participants, in English.
- A WOSH Specialist course for community health promoters from Esperanza Community Housing was conducted virtually by LOSH trainers and a WOSH Specialist/Community Health Promoter on March 19, 21, 24, 26, 28 and April 2 and 4 for 22 participants, in Spanish.
- A WOSH Specialist course for community leaders affiliated with Vista Community Clinic was conducted virtually by WCAHS trainers on March 29, April 5, 12, and 19 for 11 participants, in Spanish.
- A WOSH Specialist course for outreach and administrative staff affiliated with Mixteco Indigena Community Organizing Project (MICOP) was conducted virtually by WCAHS trainers on June 4, 5, 24 and 25 for 20 participants, in Spanish.
- A WOSH Specialist course for volunteers/promotores, and outreach and administrative staff affiliated with various organizations across the Central Coast was conducted virtually by WCAHS trainers on August 19, 21, 26, and 28 participants, in Spanish.
- A WOSH Specialist course for outreach and administrative staff affiliated with Lideres Campesinas was conducted virtually by WCAHS trainers on September 2, 4, 9, and 11 for 19 and participants, in Spanish.
- A WOSH Specialist course for students from Los Angeles Trade Technical College (LATTC) was conducted in person by LOSH trainers and a WOSH Specialist on November 8, 15 and 22 for 13 participants, in English.

### **Training of Trainers (TOT) Courses**

- A TOT course for promotoras on Worker Health and Safety Rights for Young Workers was conducted virtually by LOSH trainers on March 5 and 12 for 20 participants, in Spanish.
- A TOT course for teaching awareness classes for West Oakland Job Resource Center program staff was conducted in person by LOHP trainers on May 16 and 19 for 6 participants, in English.

- A TOT course for teaching awareness classes on safe cleaning (including chemical use and cleaning up after natural disasters); ergonomics, heat and taking action for health and safety was conducted in person by LOHP trainers for domestic worker leaders of Mujeres Unidas y Activas (MUA) on August 23 for 18 participants, in Spanish.

### **Injury and Illness Prevention Program (IIPP) Trainings for Small Businesses**

- An IIPP course for worker organizations supporting Public Health Councils in small businesses in LA County was conducted virtually by LOSH trainers on May 5 for 37 participants, in English.
- A 3-hour session for an IIPP training course for small businesses was conducted virtually by two LOHP trainers in partnership with a Cal/OSHA Consultation specialist and with a representative from State Compensation Insurance Fund on June 13 for 19 participants, in English.
- A 3-hour session for an IIPP training course for small businesses was conducted virtually by two LOHP trainers in partnership with a Cal/OSHA Consultation specialist and with a representative from State Compensation Insurance Fund on July 1 for 18 participants, in English.
- A 3-hour session for an IIPP training course for small businesses was conducted virtually by two LOHP trainers in partnership with a Cal/OSHA Consultation specialist and with a representative from State Compensation Insurance Fund on July 29 for 14 participants, in English.
- A 3-hour session for an IIPP training course for small businesses was conducted virtually by two LOHP trainers in partnership with a Cal/OSHA Consultation specialist and with a representative from State Compensation Insurance Fund on July 31 for 17 participants, in English.
- A 3-hour session for an IIPP training course for small businesses was conducted virtually by two LOHP trainers in partnership with a Cal/OSHA Consultation specialist and with a representative from State Compensation Insurance Fund on August 7 for 23 participants, in English.
- An IIPP course for an open enrollment was conducted virtually by LOSH trainers and a WOSH Specialist/Community Health Promoter on August 27 for 10 participants, in Spanish.

### **Refresher Course**

- None



## **Awareness Sessions**

- A 30-min Awareness Session was conducted in person by LOSH staff and a WOSH Specialist/Community Health Promoter on Ergonomics basics and N-95 donning/doffing on January 16 for 10 participants, in Spanish.
- A 1.5-hour Awareness Session was conducted in person by an LOHP trainer and Worksafe trainers for attendees of the 2025 California Missionary Baptist Convention mid-winter meeting on Black Labor History on January 29 for 25 participants, in English.
- A 1.5-hour Awareness Session was conducted virtually by LOSH staff and a WOSH Specialist/Community Health Promoter on Mental Health in the Workplace on January 29 for 50 participants, in Spanish.
- A 1.5-hour Awareness Session was conducted in person by an LOHP trainer and Worksafe trainers for attendees of the 2025 California Missionary Baptist Convention mid-winter meeting on workers' rights on January 30 for 10 participants, in English.
- A 1.5-hour Awareness Session was conducted virtually by LOHP trainers for diverse union members on workplace violence prevention on January 30 for 24 participants, in English
- A 1-hour Awareness Session was conducted virtually by LOSH staff and a WOSH Specialist/Community Health Promoter on Workplace Health and Safety Rights on April 24 for 8 participants, in Spanish.
- A 1.5-hour Awareness Session was conducted virtually by a WCAHS trainer on heat illness prevention on May 9 for 34 participants, in Spanish.
- A 1-hour Awareness Session was conducted virtually by a WCAHS trainer on wildfires on May 13 for 24 participants, in Spanish.
- A 1.5-hour Awareness Session was conducted virtually by LOSH staff on Heat Illness Prevention on June 4 for 11 participants, in English.
- A 1.5-hour Awareness Session was conducted in person by LOSH staff on Introduction to Occupational Health and Safety for Young Workers on July 15 for 29 participants, in English.
- A 1.25-hour Awareness Session was conducted in person by LOSH staff on Identifying and Controlling Job Hazards on June 16 for 20 participants, in English.
- A 1.5-hour Awareness Session was conducted in person by LOHP trainers for student participants in the UC Berkeley's Labor Center Labor Summer, on

workplace justice through health and safety on June 18 for 25 participants, in English.

- A 1.5-hour Awareness Session was conducted in person by LOHP trainers for student participants in the UC Santa Cruz's Labor Center Labor Summer, on workplace justice through health and safety on June 20 for 10 participants, in English.
- A 2-hour Awareness Session was conducted in person by LOHP trainers for student participants in the STEER internship program on engaging workers in occupational safety and health research on July 17 for 10 participants, in English.
- A 1.5-hour Awareness Session was conducted virtually by a WCAHS staff member on heat illness prevention on August 1 for 22 attendees in Spanish.
- A 1.5-hour Awareness Session was conducted in person by LOHP trainers for Trabajadores Unidos, Workers United (TUWU) on occupational safety and health rights on August 20 for 30 participants, in Spanish.
- A 1.5-hour Awareness Session was conducted in person by an LOHP trainer for Trabajadores Unidos, Workers United (TUWU) on ergonomics and occupational safety and health rights on August 26 for 20 participants, in Spanish.
- A 2-hour Awareness Session was conducted by LOSH staff on Heat Illness Prevention on September 4 for 11 participants, in English.
- A 1-hour Awareness Session was conducted in person by an LOHP trainer for workers in the South Bay on occupational safety and health rights on September 13 for 55 participants, in Spanish, with English interpretation.
- A 1-hour Awareness Session was conducted virtually by a WCAHS trainer on heat illness on September 18 for 15 participants, in Spanish.
- A 1.75-hour Awareness Session was conducted in person by LOSH staff on the topic of Heat Illness Prevention on October 8 for 19 participants, in English.
- A 1.75-hour Awareness Session was conducted in person by LOSH staff on the topic of Heat Illness Prevention on October 9 for 5 participants, in Spanish.
- A 1.75-hour Awareness Session was conducted in person by LOSH staff on the topic of Tools for Identifying Job Hazards on October 9 for 13 participants, in English and Spanish.
- A 2-hour Awareness Session was conducted in person by LOSH staff on the topic of Heat Illness Prevention on November 20 for 17 participants, in English.

**Presentations, Promotores Trainings and Webinars conducted during which WOSHTEP curriculum and materials were promoted**

- A series of short presentations were conducted in person over 4 hours by WCAHS staff members on the IIPP and workplace safety on February 26 and 27 for 50 attendees, in English and Spanish.
- A 1-hour presentation was conducted virtually by a WCAHS staff member on heat illness prevention on April 10 for 18 attendees, in Spanish.
- A 1.5-hour presentation was conducted in person by an LOHP trainer for San Francisco State University's Introduction to Public Health course for undergraduates on an introduction to occupational safety and health on April 21 for approximately 20 participants, in English. "
- A 1.5-hour presentation was conducted in person by an LOHP trainer for San Francisco State University's Introduction to Public Health course for undergraduates on an introduction to occupational safety and health on April 23 for approximately 25 participants, in English.
- A 1-hour webinar was conducted for WOSH Specialists and others on "What Should Employers do to Protect Workers during an Emergency" by an LOHP staff member on August 6, in English.